



THE ALABAMA BOARD OF PARDONS AND PAROLES

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FISCAL 2004-2005 ANNUAL REPORT

BOARD MEMBERS

SIDNEY T. WILLIAMS
CHAIRMAN

ROBERT P. LONGSHORE
ASSOCIATE MEMBER

VELINDA A. J. WEATHERLY
ASSOCIATE MEMBER

WILLIAM C. SEGREST
EXECUTIVE DIRECTOR

WWW.PAROLE.STATE.AL.US

THE ALABAMA BOARD OF PARDONS AND PAROLES

MISSION

It is the mission of this agency to promote and enhance public safety through cooperation and collaboration with the Legislature, the Courts, the Department of Corrections, other criminal justice agencies, victims, and the community by providing investigation, supervision, and surveillance services in a holistic approach to rehabilitating adult offenders.

VISION

We will protect the public by providing effective supervision and rehabilitation to adult offenders.

VALUES

- We value the ability to assist in protecting the public from those offenders who would re-offend
- We believe that victims are entitled to restorative justice
- We value the opportunity for offenders to become rehabilitated and thus become productive citizens
- We value the effectiveness and efficiency of offender supervision in the community, where possible
- We believe that all persons should be treated with dignity and respect
- We value our staff and their contributions in achieving our mission

CODE OF ETHICS

The Board and its staff subscribes to the following Code of Ethics in the performance of their duties:

- **TO SERVE WITH HUMILITY**
- **TO UPHOLD THE LAW WITH DIGNITY**
- **TO BE OBJECTIVE IN THE PERFORMANCE OF MY DUTIES**
- **TO RESPECT THE INALIENABLE RIGHTS OF ALL PERSONS**
- **TO HOLD INVIOLEATE THOSE CONFIDENCES REPOSED IN ME**
- **TO COOPERATE WITH FELLOW WORKERS AND RELATED AGENCIES**
- **TO BE AWARE OF MY RESPONSIBILITIES TO THE INDIVIDUAL AND TO THE COMMUNITY**
- **TO IMPROVE MY PROFESSIONAL STANDARDS THROUGH CONTINUOUSLY SEEKING KNOWLEDGE AND UNDERSTANDING**

DUTIES OF THE BOARD OF PARDONS AND PAROLES

- The Board determines, in open public meetings after appropriate notices have been sent, which adult offenders serving sentences in the jails and prisons of this state shall be paroled. The Board prescribes the conditions of parole and determines whether a parolee who has violated any of these conditions should be revoked or continued on parole.
- The Probation and Parole Officers in local jurisdictions across the state provide probation services for the local circuits. Investigative and supervision services provided to the local judges are similar in kind and identical in quality to those provided the Board in parole cases.
- This agency has a seat at the EMA Operations Center and is prepared to offer assistance statewide in the event of a state or national emergency.
- The Board of Pardons and Paroles is the only agency in the state having responsibility and control over the transfer of adult offenders from Alabama to other states and over those offenders transferring into Alabama from other states. Local Probation and Parole Officers provide the same quality of supervision to out of state offenders that is provided to Alabama offenders.
- The Board grants pardons and/or restoration of civil and political rights to those persons who have shown evidence of rehabilitation and who have demonstrated the ability to live as good citizens. The requests for pardon and/or restoration of rights are considered only after an extensive investigation of the offender's current situation.
- The Board remits fines and bond forfeitures. This action is taken only after an investigation into the circumstances of the particular situation.
- The Board develops policies and procedures and maintains the necessary staff to implement the performance of these duties.
- In the performance of its duties, the Board is primarily concerned with changing behavior in such a way that the offender will be enabled to conform with the law and with minimal standards of conduct in his community. To further this goal of providing community protection by improving the offender's behavior, the Board strives to upgrade its staff by providing in-service training and other opportunities for learning experiences.
- The Board is also concerned with reduction of victimization. Victims are allowed input into the Board's decision-making process. The Board attempts to restore victims to the degree possible through monitoring payment of restitution and ameliorates trauma by providing information about the criminal justice process.
- The Board can work more effectively when the public is informed about and interested in the work and accomplishments of the department. Public relations is, therefore, an integral part of the daily job for the Board and its staff across the state.
- Open public meetings conducted by the Board provide an opportunity for inmate representatives and notified victims and officials who have an interest in a scheduled case to appear before the Board.

THE BOARD

CHAIRMAN,
ALABAMA BOARD OF PARDONS AND PAROLES



Sidney T. Williams
Chairman

Sidney T. Williams serves from the 7th Congressional District and is a native of Montgomery, Alabama.

Mr. Williams retired as a Major with the Montgomery Police Department after 25 years, retired as a Sergeant 1st Class after 26 years in the Alabama Army National Guard, was employed as the Director of Safety and Security at Alabama State University, was an Investigator of Medicaid Fraud in the Alabama Attorney General's Office, and served as City Councilman for the City of Montgomery, AL.

Mr. Williams has a reputation for ethical relationships with citizens in the community and is active in community affairs. He is devoted to church activities and serves as Chairman of the Deacon Board with the Morning Pilgrim Baptist Church. He is a Mason, 32nd Degree, Masonic Lodge #267, Royal Arch Chapter.

Mr. Williams was appointed to serve on the Board by Governor Don Siegelman on October 29, 2001, and named Chairman of the Board on that date. Mr. Williams was married for 48 years to Dorothy Taylor Williams, who passed away June 12, 2005. They have 6 children, 12 grandchildren, and 4 great-grandchildren.

ASSOCIATE MEMBER,

ALABAMA BOARD OF PARDONS AND PAROLES



VeLinda A. J. Weatherly
Associate Member

VeLinda A. J. Weatherly serves from the 7th Congressional District and is a native of Birmingham, Alabama. She is a graduate of the University of Alabama at Birmingham and furthered her studies at Auburn University Montgomery.

Ms. Weatherly has been a dedicated state employee for many years serving initially as a Social Worker II with the Department of Human Resources. After transferring to the Department of Corrections and working several years as a Classification Specialist, she was hired by the Board of Pardons and Paroles as a Probation and Parole Officer I in the Birmingham Office. She has diligently served the agency in various capacities including Probation and Parole Officer III as Community Resource Officer. Weatherly initiated and developed the Department's first Community Resource Center. This center was the first of its kind in the nation to utilize the "One Stop Shop" concept for inmate rehabilitation. Upon her promotion to a POV in January 2002 to serve as the Director of Training, Media Relations and Legislation, Weatherly became the first African American to serve in executive management with the Board since its inception.

Ms. Weatherly is a previous recipient of the NAACP Beacon Light Award, member of the National Association of Female Executives, National Organization of Black Law Enforcement Executives, Past President and Board Member of the Alabama Council on Crime and Delinquency, Alabama School of Alcohol and Drug Studies Board Member, Past Advisory Board Member Olivia's House and Lawson State Community College. She is further a long time member of ASEA and the Order of Eastern Star. Weatherly has served as Director of Christian Education and is a former Sunday School Teacher. She is a member of New Hope Baptist Church, West End in Birmingham, Alabama and serves as a motivational speaker for the Alabama Lupus Foundation and various other community and civic organizations.

Ms. Weatherly was appointed to serve on the Board by Governor Bob Riley on January 29, 2004. Her appointment and confirmation by the Alabama Senate made her the first African American Female in the state to serve in such a capacity.

She is the proud mother of one son, Adam Weatherly.

ASSOCIATE MEMBER,
ALABAMA BOARD OF PARDONS AND PAROLES



Robert P. Longshore
Associate Member

Robert P. Longshore is a native of Montgomery, Alabama. He is a 1971 graduate of Huntingdon College, with a B.S. in Sociology and a 1975 Graduate of Troy University with a M.S. in Counseling.

Shortly after receiving his undergraduate degree, Mr. Longshore began his professional career as a Probation and Parole Officer with the Alabama Board of Pardons and Paroles. After two years, Mr. Longshore began service as a United States Probation Officer in 1973, serving the U.S. District Court, Middle District of Alabama. After working his way up the ranks, Mr. Longshore was promoted to Chief United States Probation Officer in the Middle District of Alabama in 1990 and served in that capacity until retirement in late 2000.

Mr. Longshore was appointed to serve on the Board by Governor Bob Riley on July 1, 2005, and confirmed by the Alabama Senate on July 21, 2005 during special session.

Since 1969, Mr. Longshore has served as proud husband to Gail Hartley. Mr. and Mrs. Longshore have a daughter, Marie.

EXECUTIVE STAFF

EXECUTIVE DIRECTOR, ALABAMA BOARD OF PARDONS AND PAROLES



*William C. Segrest
Executive Director*

William C. Segrest was born and raised in Macon County, Alabama, on the same farm where he presently lives. He attended Huntingdon College and Troy State University, and holds a Bachelor of Arts Degree and a Master of Science Degree in Criminal Justice Management.

He began a career in law enforcement as a police officer in Montgomery, Alabama in 1971. He was employed as a Probation and Parole Officer by the Alabama Board of Pardons and Paroles in 1978. He worked in the Moulton and Dadeville offices until 1988, when he transferred to the Central Office as Assistant Director of Field Services and later as Director of Field Services. Mr. Segrest was appointed Alabama Interstate Compact Administrator in 1998.

In 2000 he was assigned to the duties of Director of Administrative Operations, and in 2001 was promoted to the position of Assistant Executive Director. In December 2001 the Board of Pardons and Paroles named him Executive Director.

He is a member of Bradford's Chapel United Methodist Church and a Sunday school teacher. He is a member of several state, regional, and national professional associations. He is married to the former Donna Scott and they have two children, Beth Phillips and Bill, Jr., and they have three grandchildren.

**ASSISTANT EXECUTIVE DIRECTOR,
ALABAMA BOARD OF PARDONS AND PAROLES**



Cynthia S. Dillard
Assistant Executive Director Board Operations

Cynthia S. Dillard was appointed Assistant Executive Director in September 1998. She is a native of Athens, Georgia. She earned a Bachelor of Arts degree from the University of Georgia in 1975 and is a graduate of the Northeast Alabama Police Academy in Jacksonville, Alabama. She began work with the department in the Anniston field office in 1981.

Ms. Dillard is a member of various professional organizations, including the Alabama Council on Crime and Delinquency, Southern States Correctional Association, and the Association of Paroling Authorities, International. She is married to Douglas L. Dillard and has one son, Brandon.

**ASSISTANT EXECUTIVE DIRECTOR,
ALABAMA BOARD OF PARDONS AND PAROLES**



Eddie Cook
Assistant Executive Director Field Operations

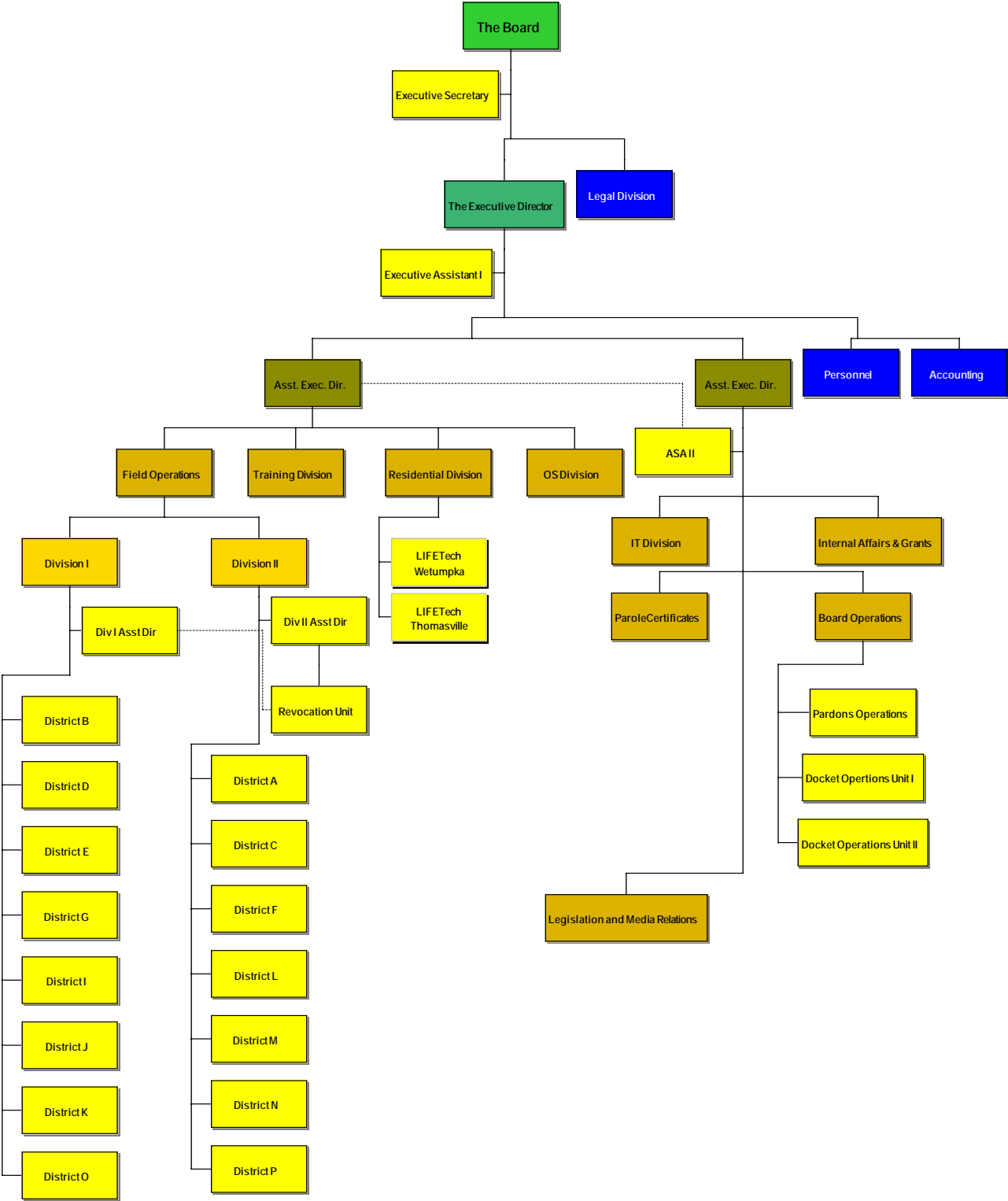
Eddie Cook, Jr. was born and raised in Greenville, Alabama where he attended Greenville High School. After graduation, he attended Alabama State University on a football scholarship. He earned a Bachelor of Science degree in Criminal Justice. He began his service as a State of Alabama employee in 1989 with the Department of Corrections.

In 1994, he was hired by the Board of Pardons and Paroles. After graduation from the Alabama Criminal Justice Police Academy in Selma, AL., he began working in the Selma Probation Office. He was promoted to the Central office to work in the Pardon/Restoration of Rights Civil Unit in March 2002. He was again promoted in July 2004 to one of the Directors of Field Services, Division II and appointed Assistant Executive Director in August 2005.

Eddie is an active member and Assistant Superintendent Sunday School Teacher at the New Bethel Christian Church located in Greenville, Alabama. He is married to Bridget Cook. He has three biological children, Antonio, Landis, LaNetra and two step-children, Joshua and Angel.

**ORGANIZATIONAL
STRUCTURE & FIELD
SERVICES DISTRICT
MAP**

The Alabama Board Of Pardons and Paroles



Alabama Board of Pardons and Paroles District Map



CONTACTS

Senior Leadership by Division:

Accounting Division:	Carolyn Courson, Accounting Manager carolyn.courson@alabpp.gov (334) 242-8775
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The Alabama Board of Pardons and Paroles Field Offices

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Anniston

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Ashland

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41771 Highway 77 North
PO Box 187
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Ashville

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Athens

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Bay Minette

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Bessemer

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Birmingham

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Birmingham Annex

State of Alabama Probation and Parole, Birmingham Annex Office
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Brewton

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Brewton, AL 36426

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Field Offices

Butler

State of Alabama Probation and Parole, Butler Office
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Butler, AL 36904

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Centre

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Centreville

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Clayton

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Decatur

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Evergreen

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Evergreen, AL 36401

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Florence

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Greenville

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Guntersville

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Field Offices

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Talladega, AL 35160

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Facsimile: (256) 362-1841

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Tuscumbia

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Tuscumbia, AL 35674

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Tuskegee

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NARRATIVE

PAROLE AND COMMUNITY PROTECTION

This Board believes that its primary business is community protection. With or without parole, approximately 95 percent of incarcerated offenders will walk the streets again. The real question then is not whether offenders should be released, but rather:

WHEN SHOULD OFFENDERS BE RELEASED? AND, WHAT ARE THE BEST CIRCUMSTANCES FOR THEIR RELEASE?

The Board's philosophy, implemented by its procedures, is that these questions can only be answered intelligently after a careful study of each inmate's:

- Criminal History
- Family Background
- Prison Progress
- Parole Resources
- The impact of the crime upon the victim

When these factors add up to a minimal risk to the community, the Board believes that it is in the community's interest to release an inmate. The Board believes that it is best to release inmates:

- Before they are prison-hardened
- While family ties are still intact
- When they are guaranteed employment
- While they will have the control and support of a trained parole officer

Parole is not leniency; it does not end or shorten a sentence.

Parole provides the opportunity for changing the offender's habits and life patterns - for making him an asset to the community. The Board believes that the surest guarantee of community safety is a reformed life.

The Board recognizes, of course, that with present knowledge and controls, some cannot be changed - that some represent such a threat to the public that they may never be a safe risk on parole. The Board strives to use all information in identifying these cases and making sure that these offenders remain in prison.

Offenders who can be safely paroled are released subject to specific conditions, including restitution to the victims when appropriate. There is regular surveillance of their activities; and, if they violate any of these conditions, they may be promptly returned to prison to continue serving their time. The Board believes, and statistics support the belief, that parole is an effective and economical means of bridging the gap between the regimentation of prison and the freedom of community living. Carefully administered parole protects YOU.

PROBATION IN ALABAMA

Adult probation in Alabama began on August 24, 1939, when the Governor approved an enabling act giving the legislature power to authorize adult probation.

Prior to this act, it had been held that the Alabama courts did not have inherent power to suspend sentences. The courts' action in suspending sentences was held to be an encroachment on the executive power to pardon, commute, and reprieve. In 1931, the legislature passed a law giving the judges power to suspend execution of sentences and place offenders on probation. This act was declared unconstitutional in 1935. Had it been constitutional, it would have done little more than authorize suspended sentences since most cases had no provision for investigation and supervision.

Under the present adult probation law, Alabama has a statewide uniform administration of probation. Probation Officers are appointed by the state Board of Pardons and Paroles, subject to the Merit System, and are supervised by the Board. Probation Officers act in a dual capacity in that they serve the courts in probation matters and the Board in parole matters. They are sworn law enforcement officers with arrest powers and must meet the training requirements of the Peace Officers Minimum Standards and Training Act.

HISTORY OF THE DEPARTMENT

Alabama's first parole law was passed in 1897. It authorized the Governor to discharge an inmate and suspend a sentence without granting a pardon. He was authorized to prescribe the terms upon which an inmate so paroled should have a sentence suspended and to secure the re-arrest and re-imprisonment of any parolee who failed to observe the conditions of his parole. Prior to this law, the only means of releasing a prisoner before the expiration of the sentence was by a pardon granted by the Governor.

The Constitution of 1901 gave the Governor the power to grant paroles. It also provided for the establishment of a Board of Pardons composed of the Attorney General, the State Auditor, and the Secretary of State to advise the Governor on parole and clemency matters.

In 1919, an act was passed providing for the imposition of indeterminate sentences upon certain persons convicted of felonies and for the parole of such persons at the expiration of the minimum sentence by the Board of Pardons without the approval of the Governor. This act was repealed in 1939; subsequently, only definite sentences are authorized.

In 1935, the Governor created by executive order the Alabama Parole Bureau to make an independent study of prisoners confined in the prisons of Alabama to recommend to the Governor those worthy of test paroles. The bureau was composed of a chairman, an associate member and a secretary. Only one parole officer was provided for the investigation and supervision of prisoners.

On July 11, 1939, a constitutional amendment was adopted, providing for the removal of the pardoning and paroling authority from the Governor and placing it in the hands of the legislature. The legislature passed an enabling act in August 1939 providing for the creating of a three-member State Board of Pardons and Paroles with complete and final authority in matters of pardons, paroles, restoration of civil and political rights, and remissions of fines and forfeitures. This act was substantially amended in 1951 (Title 42, Code of Alabama 1940, as amended). The present statutory authority is Title 15, Code of Alabama 1975, as amended. The three original members of the Board were Judge Alex Smith, Chairman; Mrs. Edwina Mitchell, Associate Member; Judge Robert M. Hill, Associate Member. They were appointed on September 1, 1939, for staggered terms of two (2), four (4), and six (6) years. All subsequent terms are for six years.

On October 1, 1939 the Board appointed thirteen (13) probation and parole officers. They worked large geographical areas from their vehicles, without the benefit of an office. Most prisoners were paroled to the custody of an employer, so most supervision was merely checking with the employer to see if the parolees were still present and working hard and obeying their employer. Supervision notes were handwritten sporadically and sketchy at best. Communication with headquarters was by mail or personal visit by the officer. Mail to the officers was sent to their homes. Any supervision of the officers was accomplished from headquarters.

As numbers of parolees and probationers increased, more officers were hired and offices with clerical staff were established in county courthouses. Communication by telephone was available, but most communication was still accomplished by mail. Supervision gradually became more formalized, and hand-written supervision notes concerning contacts with the parolees and probationers were kept in the field office files. During the sixties, supervision notes were typed by the clerical staff and kept in documents called "chronological histories". If for any reason action in a parole case had to be considered by the Board, the chronological history was available. Parole Board members traveled the state to hold parole revocation hearings, taking direct testimony from the parolee and other witnesses. They interviewed inmates at the prisons when parole was being considered, taking direct testimony from the prison officials concerning the attitude and progress of the inmate.

With the rapidly increasing number of inmates, parolees, and probationers in the seventies and eighties, logistical problems necessitated changes in procedure. Districts with district supervisors brought supervision of the probation/parole officers to the field. Officers began using more formalized methods of supervision note keeping. A new monthly report form was developed to be filled out by the probationer/parolee, checked for accuracy by the officer, and inserted into the supervision notebook. This replaced the method of transferring information from report forms to the supervision notebook and resulted in a more time-efficient process. This method was adopted throughout the state. The Board stopped traveling the state to interview inmates in the prisons for parole. Parole hearings were held in the Board's office.

A court case followed by legislation required that victims of specific offenses be notified of the parole hearing and be allowed to present testimony to the Board. Institutional Parole Officers were assigned to the prisons to interview the inmates and prison staff and make written reports to the Board concerning the progress of the inmate.

During the nineties, the Board applied for and received a grant from federal funds to cooperate with the Alabama Administrative Office of Courts in computerizing the supervision note keeping process. Using a mainframe computer at AOC and a terminal on each officer's desk, notes are entered directly to the computer. The computer generates a numbering system which is common to Probation and Parole and to the court system. This allows offenders to be tracked through the court process and probation or parole and allows the supervising officer access to court records concerning payment of court-ordered monies and other information. The court system benefits from increased collection of monies from probationers and up-to-date addresses of offenders. During the first year alone, collection of court-ordered monies increased by 112 percent. The computer also generates reports used by the officers to organize supervision efforts and by supervisors to audit the officers' work. The system is being upgraded to allow sharing of records with other state law enforcement agencies through the Alabama Criminal Justice Information Center and with national agencies through the National Crime Information Center.

In 1999, the Board of Pardons and Paroles participated, for the first time, with the Emergency Management Agency in the preparations for Year 2000. Selected officers worked with Emergency Management to coordinate communication between Alabama Power, rural power companies, water works boards, the National Guard, Department of Public Safety, Department of Corrections, and local law enforcement agencies in case of a Y2K created disaster. A probation and parole officer was on duty in the command center New Years Eve, ready to dispatch our law enforcement officers to assist other state and local government agencies.

In the last two years, the Board has made great strides in utilizing technology to manage caseloads. Officers now utilize laptop computers so that their time is better managed, allowing flexibility in writing reports for the courts and entering supervision data for individual cases. For safety purposes, officers are also issued direct connect communication devices for instant contact with other law enforcement agencies and fellow officers. These same devices also allow officers to access their caseloads through the internet by tethering to their laptop computers utilizing wireless internet technology. This is an example of the agency's move from what it commonly called "fortress" or "behind the desk supervision" to what is known in the criminal justice community as "broken windows supervision", meaning the officers are more visible in the community where the offenders live and work.

In February 2004 the Alabama Board of Pardons and Paroles was granted the funding to open Alabama's first transition center. The center is located at the old Tarwater Mental Health facility in Wetumpka (Elmore County) that closed in December 2003 due to consolidation of centers. The department named the transition center LIFE TECH (Life Skills Influenced thru Freedom and Education). LIFE TECH Transition Center is a residential facility that houses approximately 200 female parolees and probationers.

The center is operated by our department but is assisted by several state agencies as well as several county and city departments and officials. Post Secondary Education is on site with the educational program which offers the GED program, GED refresher courses, Bridge Program, and a variety of vocational classes. Vocational Rehabilitation Services is on site offering a variety of programs to the residents once they graduate from the center and transition into society. Human Resources Development Industries is on site with substance abuse treatment and counseling programs. The education component as well as the human resources component offer a variety of social and life skills classes to all of the residents.

Several individual volunteer programs assist the center in a variety of ways. The center is allowed to accept donations, and we have had an overwhelming outpouring from individuals offering needed items for the residents.

The center's purpose is to transition a person from an institutional environment to a less structured environment and to give a person the basic tools and guidance to live a productive, successful, and drug free life in society. It also gives an individual an opportunity to complete educational and counseling programs without the stresses experienced while living in society. LIFE TECH affords participants the link needed to continue these programs in their homes as well as to continue a successful time on parole or probation. The center's facility director is David Still and has four Probation and Parole Officers for the supervision of residents.

HISTORY OF THE INTERSTATE COMPACT

Since 1937, the Interstate Compact for the Supervision of Parolees and Probationers (hereafter the Old Compact) has provided the sole statutory authority for regulating the transfer of adult parole and probation supervision across state boundaries. The inability of this compact to enforce rules and regulations created a public safety problem, and in June 2002 thirty-five states enacted the Interstate Compact for Adult Offender Supervision (hereafter the New Compact), a compact tasked with addressing problems inherent in the Old Compact. Alabama joined the New Compact in 2002 while repealing the Old Compact. The New Compact creates an Interstate Commission that serves as its governing body, providing enforcement power of its rules and regulations.

In November of 2002, the Interstate Commission held its first annual meeting and passed bylaws and a transition rule to allow transition from the Old Compact to the New Compact. In November of 2003, the Interstate Commission held its second annual meeting and passed rules and regulations under which the New Compact is to operate. The new compact rules were effective August 1, 2004.

Anticipation is that the New Compact will experience growing pains for the next few years. On the other hand, the New Compact establishes the means whereby public safety will be enhanced. This is progress.

INVOLVEMENT WITH THE ALABAMA SENTENCING COMMISSION

The Alabama Board of Pardons and Paroles has been involved with the Alabama Sentencing Commission since it was established by the Alabama Legislature in 2000, Act 2000-266, to review existing sentence structure and practices and to make recommendations to establish and maintain an effective, fair, and efficient sentencing system for the state.

The executive director of the Board of Pardons and Paroles, William Segrest, is one of sixteen members of the Commission who were appointed to represent the judicial, executive, and legislative branches of government, related state agencies, academia, victims, and defendants. Parole officers from within the agency have been assigned to Commission subcommittees to examine and make recommendations regarding sentencing structure, alternatives to incarceration, potential legislation, and technology. Officers have assisted the Commission in having legislation passed to enable the Commission to obtain research information, and many of the officers and clerical staff have worked to obtain and provide that information from department files to the Commission for their research projects.

SENTENCING COMMISSION REPORT

The Alabama Board of Pardons and Paroles has experienced major growth in the past several years as they have been seen as an agency that could help alleviate the state's prison overcrowding problem in a cost-effective and safe manner. Probation and parole supervision costs the state \$2.18 per day as opposed to over \$26.00 per day that it costs the state to incarcerate an offender.

The agency was level funded in FY 2003 until Governor Riley transferred \$1,000,000 from his Departmental Emergency Fund with instructions to hire, train, and equip 28 Probation and Parole Officers and 2 support staff to supervise an increase in the number of inmates paroled. The Administration was interested in the department's reviewing cases of inmates serving for nonviolent offenses who could be paroled with the least risk to the safety of the public. The Board instituted an additional day of parole consideration hearings for nonviolent cases beginning in April 2003. This was referred to as Special Docket cases. Those Special Dockets continue, but the numbers have been reduced enough to have them heard on the regular three day per week schedule.

During the special session of the Alabama Legislature, later that year, ACT 2003-415 was passed which provided for the appointment of four temporary Special Board Members so that two panels could consider cases simultaneously, thereby doubling the size of the dockets. The department's General Fund Appropriation was increased by over \$7M to hire more probation and parole officers and support staff.

This Special Member panel began hearing cases in December 2003. Since the beginning of the Special Dockets in April 2003, 9173 such hearings have been held, and 4202 inmates have been paroled, along with 4667 regular paroles granted. According to Department of Corrections' statistics, the prison population dropped from a high of 28,440 in June 2003 to a low of 26,220 in October 2004. Virtually all parole eligible inmates serving for nonviolent offenses had parole consideration hearings in those first two years, and now those entering prison and those who were denied and rescheduled hearings are being heard. Only 16% of those paroled early have been revoked thus far.

➤ More Probation and Parole Officers Needed

Over 67 new officers were hired in FY04 and over 43 in FY05. Currently 278 officers supervise 43,249 probationers and parolees, for a caseload average of 155 per officer, down from 206 three years ago. However, that number is still substantially above the national and southeastern averages. The American Probation and Parole Association recommended workload is a caseload of 60 offenders per officer, and that is for caseload supervising officers only, not those who also conduct investigations, as do Alabama Probation and Parole Officers.

Supervision of more probationers and parolees requires more officers and support staff. Smaller caseloads will allow supervising officers to spend more time addressing the criminality/rehabilitation issues of their caseloads, thereby reducing violations of probation/parole conditions and will encourage sentencing judges to divert more offenders from prison to probation.

The Sentencing Commission recommends the hiring of 60 additional officers each year for three years in an effort to reduce the average caseloads to below 100, and that is if the supervision population remains relatively stagnant, which is not likely.

➤ **Risk and Needs Assessment Instruments Instituted and Successful Supervision Measured**

The Board contracted with the National Council on Crime and Delinquency to construct a Parole Risk Assessment Instrument that has been implemented by the Board for use in making paroling decisions on individual inmates. The Institutional Parole Officers conduct the assessments and present them, along with their usual reports, to the Board prior to each parole consideration hearing.

In addition to the Parole Risk Assessment, the National Council on Crime and Delinquency also developed a Risk Assessment Instrument that is utilized by probation and parole officers to classify probationers and parolees to determine to which level of supervision the offender should be assigned. A Needs Assessment Instrument was developed and used to determine the needs of the individual offender, such as vocational, educational, substance abuse treatment, individual and family counseling, etc., and to determine service referrals for priority needs of the offenders. Offenders are periodically reassessed to determine their progress or changes in priority needs.

The Board's officers have changed from a "contact supervision" method to an evidenced-based or results-based method of supervision of offenders. Under this new procedure, supervision standards are determined not by the number of contacts between officer and offender but by the needs that are met and the progress made by the offender.

➤ **Expanded Data Collection**

Probation and Parole Officers produced over 16,117 Electronic Pre-Sentence Investigations in FY05. These are used throughout the criminal justice system: by the Courts for sentencing and probation purposes, the DOC for classification purposes, the Parole Board for assessing parole suitability, the supervising officers for risk and needs assessments, and by the Sentencing Commission for vital statistic information. The Board recommends that the courts request a PSI on every felony conviction in order to provide such information to these various users. Additional officers would be required to accomplish that goal.

➤ **Transition Centers**

Due to the lawsuit over the overcrowded conditions at Tutwiler, the Board received a conditional appropriation of \$1,500,000 to open the closed Mental Health facility in Wetumpka, and in conjunction with Mental Health, Corrections, Postsecondary Education, ADECA, Rehabilitation Services, Public Health, Elmore County, the City of Wetumpka, Auburn University, local faith-based ministries, and Aid to Inmate Mothers, began our L.I.F.E. Tech (Lifeskills Influenced by Freedom & Education) program. Female offenders who are not ready for probation or parole are candidates for the transition center. As a condition of parole, the residents are offered life-changing opportunities in daily life skills, substance abuse recovery, education assessment and training, and vocational assessment and training. Long-term solutions are sought for each individual, taking a holistic approach using available resources, family participation, and positive peer support. The first residents were accepted in April 2004. Currently there are 188 residents enrolled and over 500 have successfully completed the program.

The department received funding for FY06 to not only continue the current LIFE TECH programs but also to open a transition center for males and to hire adequate officers and support personnel to reduce the average caseloads. The consensus of those practicing in the field of corrections is that probation, parole, and transition centers are viable, cost-effective alternatives to incarceration. Granting paroles not only frees beds at DOC but also helps ensure payment of court-ordered restitution to victims and court costs, payment of taxes by employed parolees, reduction in ADC, food stamp, and Medicaid costs, and restoration of family units. Probation and Parole supervision costs less than \$2.20 per day.

For example, the Board spends about \$800 per year to supervise an offender on regular supervision, and the annualized cost of a transition center resident who stays an average of 4 months and then graduates to a regular caseload is \$5,160, about half of the cost of incarceration.

Building on the department's experiences in opening and running L.I.F.E. Tech, the Board plans to start a transition center for male probationers and parolees. At the current time, negotiations are ongoing between the Board and the Department of Mental Health to purchase the closed mental health facility in Thomasville, and plans are to have the first residents enter April 1, 2006. Hurricane evacuees currently reside on the grounds and will be leaving by that time. If the facility serves 300 men who stay for an average of 4 months, there will be 900 inmates annually diverted from prison beds, and the annualized cost of supervision per man will be about \$6,050, excluding renovation and facility purchase costs.

➤ **Additional Transition Centers and a Technical Violation Center Recommended**

In addition to the creation of the men's transition center to open in 2006, the Sentencing Commission and the Prison Overcrowding Task Force recommend the opening of two additional men's transition centers, one in FY07 and one in FY08.

The establishment of a Technical Violation Center in the next two fiscal years is also recommended. The facility would house male parolees and probationers found to have violated technical or misdemeanor offense conditions who would otherwise be revoked. During FY05 296 parolees and 1055 probationers were revoked for such violations. These persons have been returned to prison and can only be released via a parole consideration hearing by the Board or at expiration of sentence. These numbers constitute a significant percentage of the new prison admissions each month and typically remain in the prison system more than one year. The facility would incorporate programs similar to those of the transition centers, but in a secure facility. Success in the program would lead to reinstatement to probation and parole in a 60 to 90 day period.

➤ **Medical and Geriatric Release Procedures**

Since 2001, the Board's Rules, Regulations, and Procedures have allowed for the Set Date Review Committee to change the parole consideration dates of inmates facing imminent death upon receipt of written verification of the Prison Health Services provider. The Board does not have separate statistics saved on those inmates as they are included in the regular parole statistics. After failure of the Medical and Geriatric Release bills to pass the legislature, the DOC and Board of Pardons and Paroles instituted a procedure that resulted in the DOC's sending a list of approximately 165 names of geriatric, chronically ill, and permanently incapacitated inmates to the Board for consideration. Inmates serving life without parole, mandatory sentences, split sentences and inmates serving multiple sentences for multiple murders and sex offenses, those within 60 days of end of sentence, and those who had received parole consideration hearings within the past few months were removed from the list. Fifteen inmates were set for parole consideration early. Of those fifteen inmates, only one was granted parole. The other fourteen were serving for heinous offenses and had had multiple parole consideration hearings and denials in the past.

Therefore, it appears that legislation worded as that in the past which excludes inmates serving life without parole, split sentences, and mandatory sentences would result in a minimal impact on the prison population.

➤ **Pardons and Voting Rights Restoration**

Also, as a result of the passage of ACT 2003-415, a more streamlined process of restoring voting rights to certain felons was instituted. In FY04, over 2000 such restorations were granted, along with 158 pardons, and in FY05, 3589 applicants received their voting rights and an additional 561 pardon requests have been heard. Also this year, the Board received an Attorney General's Opinion that advised that felons who were convicted of crimes that do not involve moral turpitude have not lost their right to vote.

➤ **Current Parole Procedure Problems**

One of the largest problems that the department currently faces is in setting cases for parole consideration that require victim notification. There are currently over 3000 inmates serving sentences that are past their parole consideration docket dates due to the victim notification problem. Alabama is the only state in the nation in which the Parole Board must identify, locate, and notify victims of certain offenses. All other states notify victims upon request. The vast majority of the Victim Service Officer's time is spent locating victims instead of assisting victims in the parole process. Far too much probation and parole officers' time is spent in trying to verify victims' addresses. The Board encourages victim participation and input in the paroling process and needs them to keep their mailing addresses updated. Alabama statute does not require that at this time.

A committee consisting of members of the Sentencing Commission, VOCAL, Parole Board, District Attorney's Association, Governor's Office, among others, is meeting to discuss possible new legislation to address the problems.

SELECTING AND SCHEDULING CASES FOR PAROLE

In order to make an informed decision, the Board causes a file to be prepared on all prisoners shortly after they are received in the correctional system. When completed, the file is reviewed and an initial parole consideration date scheduled. Those prisoners who committed crimes prior to May 19, 1980, are scheduled for initial consideration upon completion of one-third of their term or ten years (whichever is less). By law, the time may be reduced by application of Incentive Good Time credit. Most other prisoners (except those legally barred from parole and those whose sentence

includes a mandatory fixed term prior to parole) are scheduled under consideration guidelines as set forth in the Board's Rule, Regulations, and Procedures.

Each case scheduled for progress review is placed on an automatic calendar. The progress review includes a study of the prisoner's conduct and work record while in prison, his general progress, attitude, and prison official's report and recommendations.

Parole is granted

- If the inmate's prison adjustment is good
- If there are no valid protests to parole
- If the inmate's release appears to be compatible with society's welfare
- If the Board believes the inmate has served a sufficient portion of his sentence
- If a satisfactory parole plan is available

If Parole is denied

- The inmate may be required to serve the remainder of his sentence if less than five (5) years remain
- He may be given a parole consideration date up to five (5) years away
- If more than five (5) years remain on the sentence, he will be scheduled for parole consideration after up to five (5) years have lapsed

INTERSTATE CASES

The department is responsible for all Alabama parole and probation cases being transferred to other states for supervision and for providing investigation and supervision when a parolee or probationer from another state requests a transfer to Alabama. In interstate matters the department is guided by the provisions of the Interstate compact. The compact is an agreement between all fifty states, Puerto Rico, and the Virgin Islands to serve as agents for each other in parole and probation matters. For instance, if an inmate in Alabama wants to live in Georgia after his release, the Georgia authorities will act as the Alabama agents investigating the inmate's home and work plan, providing parole supervision, and informing us of the parolee's progress and conduct.

The Compact also allows for the return of serious parole violators without costly and time-consuming extradition proceedings. In all cases of out-of-state parole, the paroling state retains control of the parolee, but the parolee is also bound by the rules and regulations of the state to which he/she has been paroled.

VICTIM RIGHTS

➤ RIGHT TO NOTIFICATION

During recent years the public has expressed its concerns that offender rights should be balanced by victim rights. This has been demonstrated by passage of a number of laws on behalf of victims which impact upon this Department. Victims of violent crimes and families of children who have been abused are notified prior to an inmate's being granted parole by the Board. The victim's right to be present at the Parole Hearing and to express his/her concerns in person and in writing to the Board is provided by law.

➤ VICTIM INFORMATION

In September 1985, a victim impact category was added to all reports of investigation completed by the Department's Probation and Parole officers. This was done to ensure that the courts and the Parole Board understood the impact of the crime upon the victim when making decisions regarding probation and parole of offenders.

A victim impact report form is sent to the victim by mail. If the victim wishes, he/she may return the completed report to the probation and parole office to be included with the report of investigation. That report provides the decision-makers with the victim's personal input.

➤ RESTITUTION

When the courts order restitution upon sentencing, this department, through its probation officers, enforces that order while the offender is on probation. The Parole Board further requires court-ordered restitution to be a part of the conditions of any release on parole.

STATISTICS

BOARD OF PARDONS AND PAROLES PERSONNEL

Class Code	Grade	Classification	# of Employees
00000	00	Board Members	6
11534	88	Attorney IV	1
60910	85	Probation and Parole Executive Director	1
60909	83	Probation and Parole Assistant Executive Director	2
60905	81	Probation and Parole Division Director	5
10614	81	Accounting Manager	1
10852	80	Departmental Personnel Manager II	1
11530	7780	Attorney I/II	1
00001	00	Deputy Attorney General	1
60904	79	Probation and Parole Manager	21
10527	7679	IT Systems Specialist, Associate	2
60903	7475	Probation and Parole Supervisor	89
10526	74	IT Systems Tech Sr.	1
10612	74	Staff Accountant	1
60901	6872	Probation and Parole Officer	239
11503	6470	Legal Research Assistant	1
60930	68	Deputy Interstate Compact Administrator	1
90597	68	Plant Maintenance Supervisor I	1
10832	68	Personnel Assistant III	1
11903	67	Retired State Employees	10
10605	6367	Accounting Technician	2
10145	65	Executive Secretary	1
80342	64	Steward II	1
80341	61	Steward I	2
10831	61	Personnel Assistant II	1
90507	60	Heating & Air Conditioning Tech I	1
10198	5960	Administrative Support Assistant III	37
90530	59	Painter	1
99001	59	Executive Assistant I	1
90503	58	Plant Maintenance Worker	1
11501	58	Docket Clerk	2
10601	5056	Account Clerk	2
11903	54	Retired State Employees	1
60611	54	Security Guard I	1
10143	52	Clerk Stenographer III	5
10197	5051	Administrative Support Assistant II	71
10103	47	Clerical Aide	12
40131	46	Mental Health Worker I	6
10201	43	Telephone Operator I	1
10196	4246	Administrative Support Assistant I	49
10121	41	Clerk	1
11903	41	Retired State Employees	2
90101	38	Laborer	2
Totals Number of Employees as of September 30th, 2005			589

NOTE: Table is sorted by grade and/or rate of pay, descending.
Retired State Employee Class has 3 pay rates within the same class,
(Clerical, Technical, & Professional).

EMPLOYEE DATA

Workforce Turnover Rates									
	Monthly Employment	Dismissed	Laid Off	Deaths	Retired	Resigned	Termination During Probation	Separation Totals	Turnover Rate
2004									
October	533	0	0	0	1	1	3	5	0.94%
November	535	0	0	0	0	3	1	4	0.75%
December	538	0	0	0	1	2	1	4	0.74%
2005									
January	540	0	0	0	1	0	0	4	0.74%
February	538	0	0	0	1	0	0	5	0.93%
March	538	0	0	2	1	0	0	3	0.56%
April	536	0	0	0	4	0	0	9	1.68%
May	534	1	0	0	2	0	0	3	0.56%
June	546	0	0	0	0	0	0	1	0.18%
July	542	0	0	0	4	0	0	9	1.66%
August	544	2	0	0	0	0	0	3	0.55%
September	558	0	0	1	3	0	2	9	1.61%
Total:		3	0	3	18	6	7	59	
Average:	540.17								0.91%

Eligible to retire within 5 years of September 30, 2005

Age 55 with 5 years of Service or with 20 or more years of Service

Age 55 & 5 years or more	5
Age 56 & 6 years or more	10
Age 57 & 7 years or more	6
Age 58 & 8 years or more	6
Age 59 & 9 years or more	5
Age 60 & 10 years or more	10
20 Years	13
21 Years	9
22 Years	15
23 Years	15
24 Years	15
25 Years	10
26 Years	9
27 Years	9
28 Years	4
29 Years	3
30 Years or more	12

Employees by Age Category

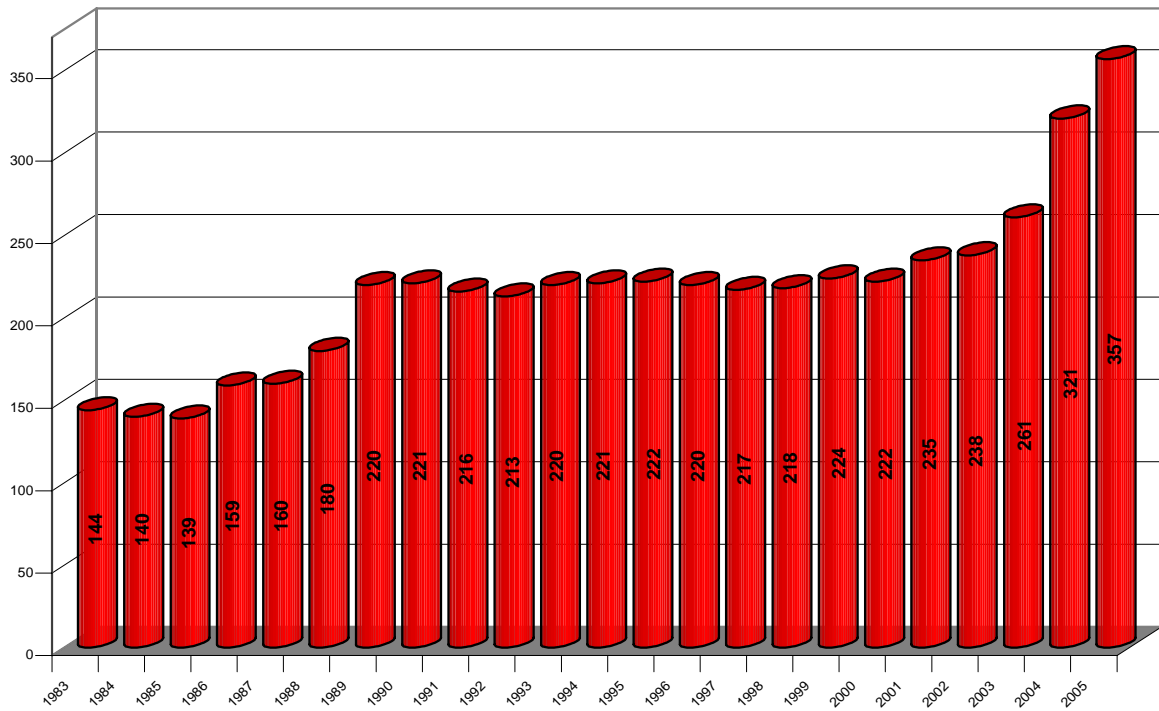
As of September 30, 2005

Age 20 through 24	21
Age 25 through 29	77
Age 30 through 34	82
Age 35 through 39	70
Age 40 through 44	76
Age 45 through 49	84
Age 50 through 54	58
Age 55 through 59	66
Age 60 through 64	21
Age 65 through 69	2

NOTE: Excludes Part-time, Temp, Unclassified, Exempt, and Hourly Form 8 Employees

SWORN OFFICERS

INCLUDES ALL IN THE PROBATION AND PAROLE SERIES
2005 DATA AS OF SEPTEMBER 30, 2005



**COST OF OPERATIONS
AS OF 9-30-2005 - ENCUMBRANCES INCLUDED**

ADMINISTRATION OF PARDONS AND PAROLES (CHART 1):

Agency Administration Activity	.....	5,236,524
Financial Services Activity	.....	277,346
Interstate Services Activity	.....	219,355
Field Services Activity	.....	28,801,777
Personnel Services Activity	.....	304,754
TOTAL EXPENDITURES:		34,839,756

AGENCY SUMMARY (CHART 2):

Personnel Costs	.....	19,711,467
Employee Benefits	.....	6,812,197
Travel In-State	.....	121,431
Travel Out-of-State	.....	4,124
Repairs and Maintenance	.....	209,635
Rentals and Leases	.....	1,614,135
Utilities and Communication	.....	1,213,062
Professional Services	.....	2,183,043
Supplies, Materials and Operating Expenses	.....	1,433,529
Transportation Equipment Operations	.....	523,735
Grants and Benefits	.....	500
Capital Outlay	.....	0
Transportation Equipment Purchases	.....	598,146
Other Equipment Purchases	.....	414,752
Miscellaneous	.....	0
TOTAL EXPENDITURES:		34,839,756

TOTAL NUMBER OF FULL TIME EQUIVALENTS **556**

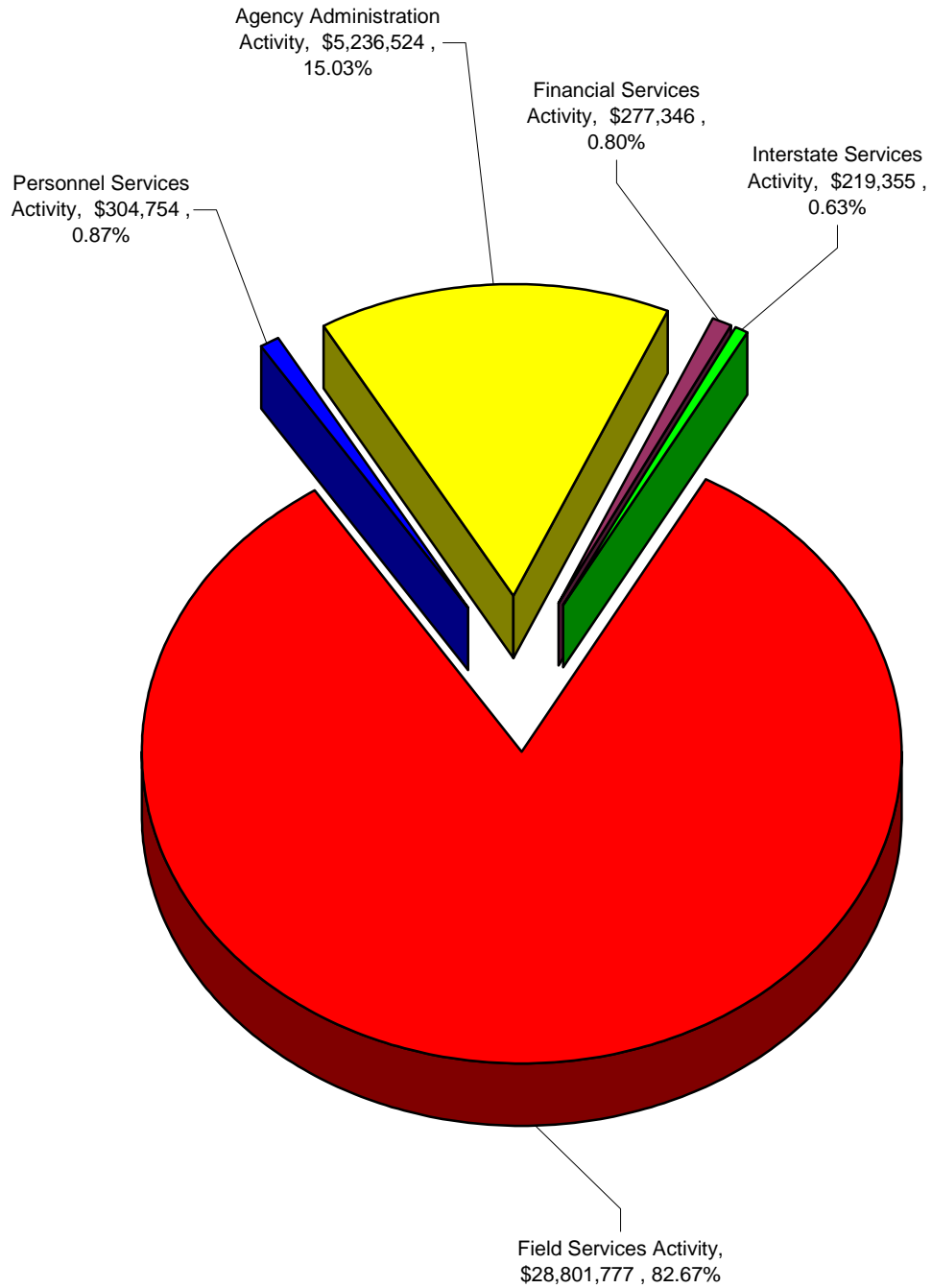
SOURCE OF FUNDS (CHART 3):

State General Fund Appropriation	.....	24,341,709
Federal Pass-through Grants	.....	0
Probationers Upkeep Fund	.....	6,568,479
Interest	.....	0
Miscellaneous	.....	21,377
Unencumbered Balance Brought Forward	.....	3,908,191
TOTAL FUNDS:		34,839,756

ADMINISTRATION OF PARDONS AND PAROLES

October 1, 2004 - September 30, 2005

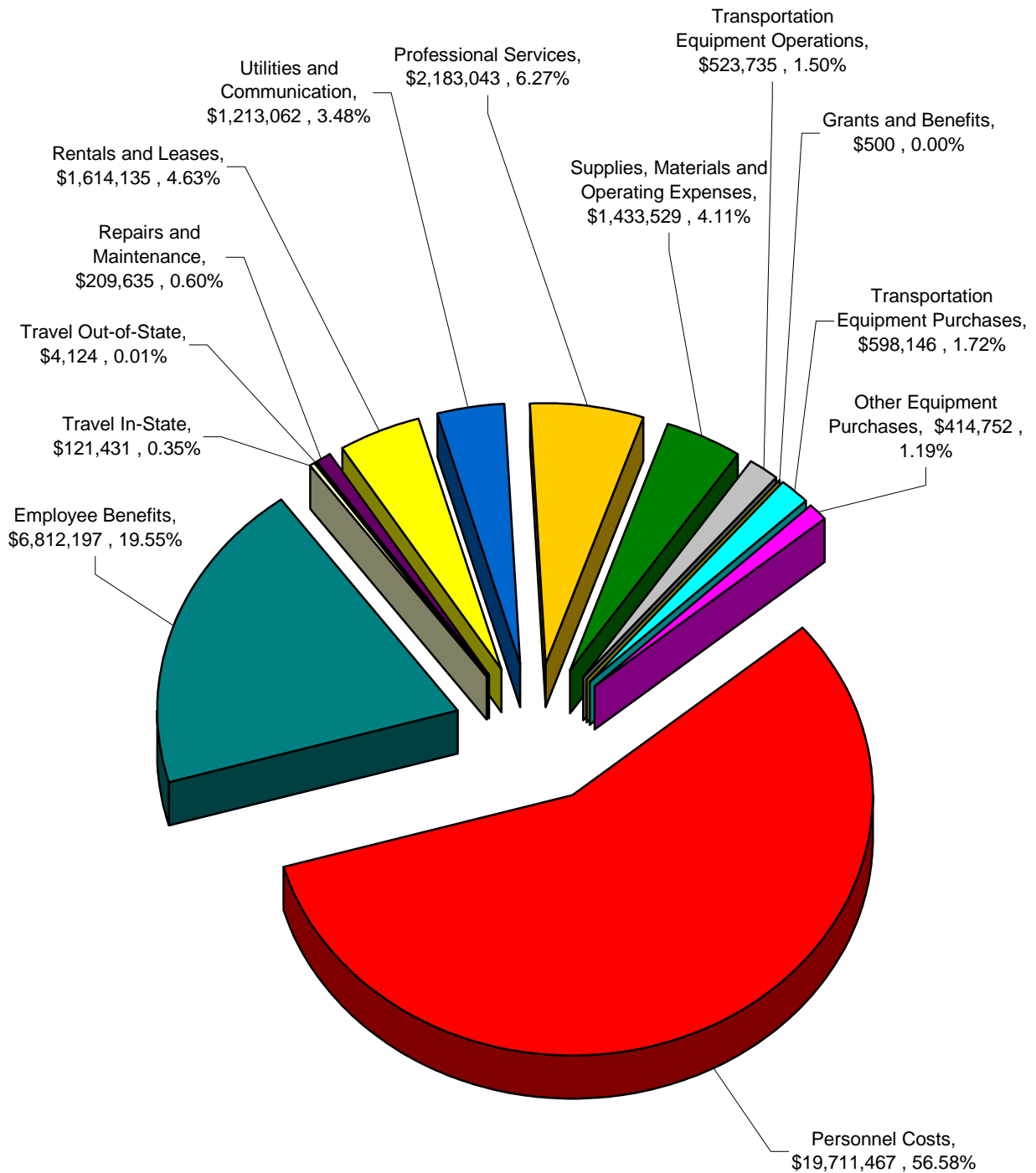
Chart 1



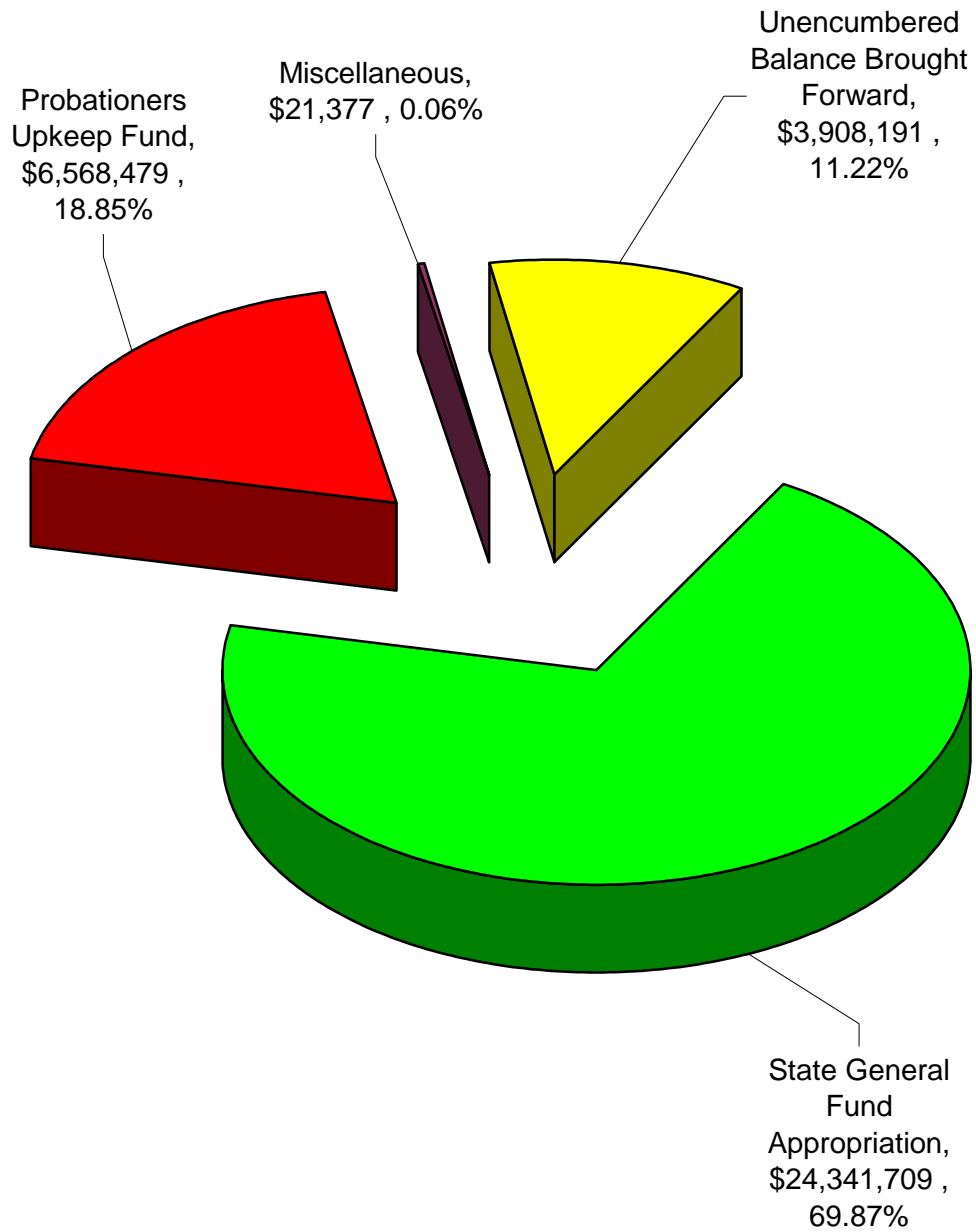
AGENCY SUMMARY

October 1, 2004 through September 30, 2005

Chart 2

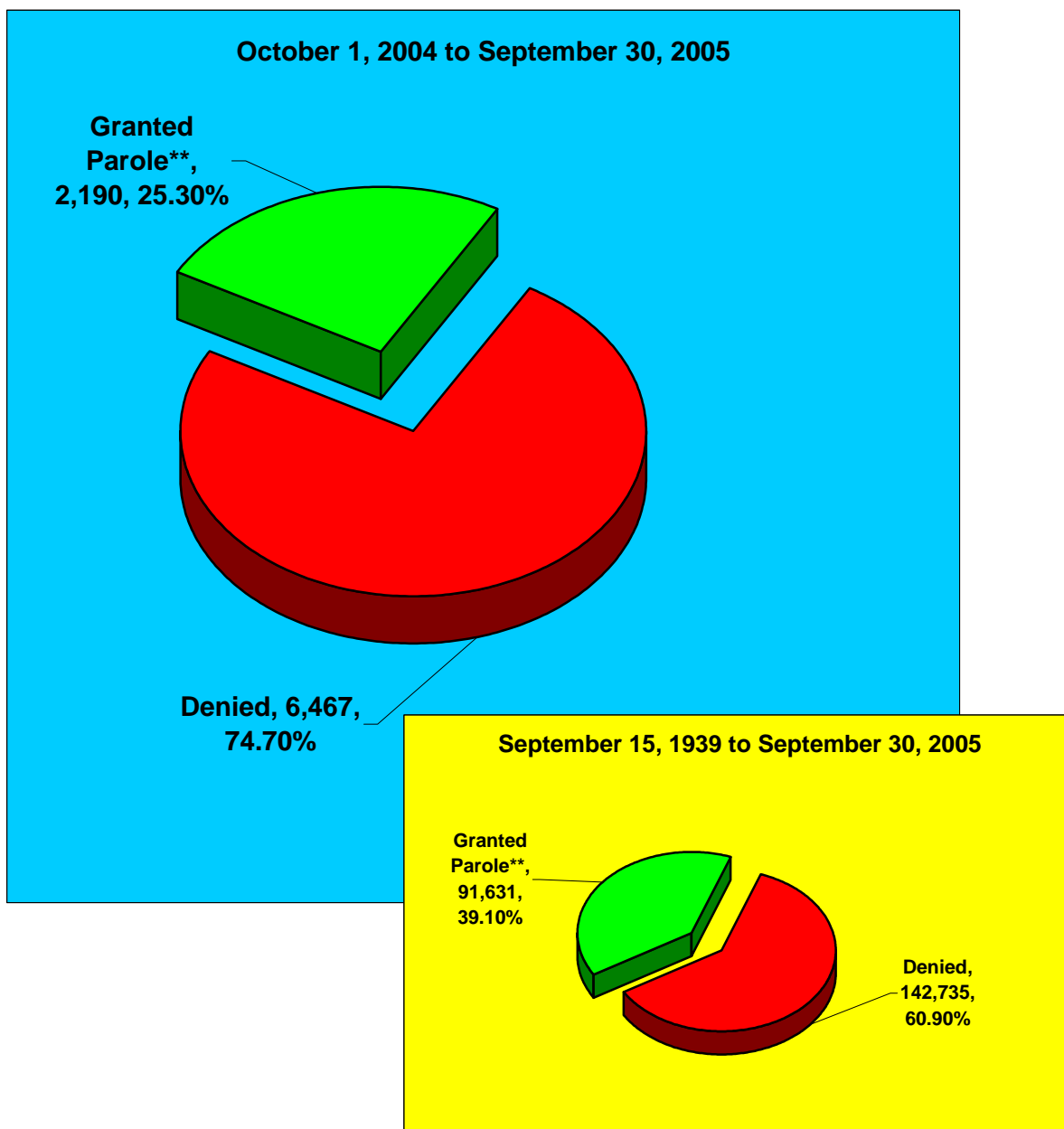


SOURCE OF FUNDS
October 1, 2004 through September 30, 2005
Chart 3



PAROLE STATISTICS*

	October 1, 2004 to September 30, 2005	September 15, 1939 to September 30, 2005
Considered	8,657	234,366
Denied	6,467	142,735
Granted Parole**	2,190	91,631



NOTE: A study prepared by the Alabama Department of Corrections shows the 1999 recidivism rate for inmates released by parole was 22.2%. The Department of Corrections defined recidivism rate as the percentage of those inmates that returned to the department's jurisdiction within three years after their release.

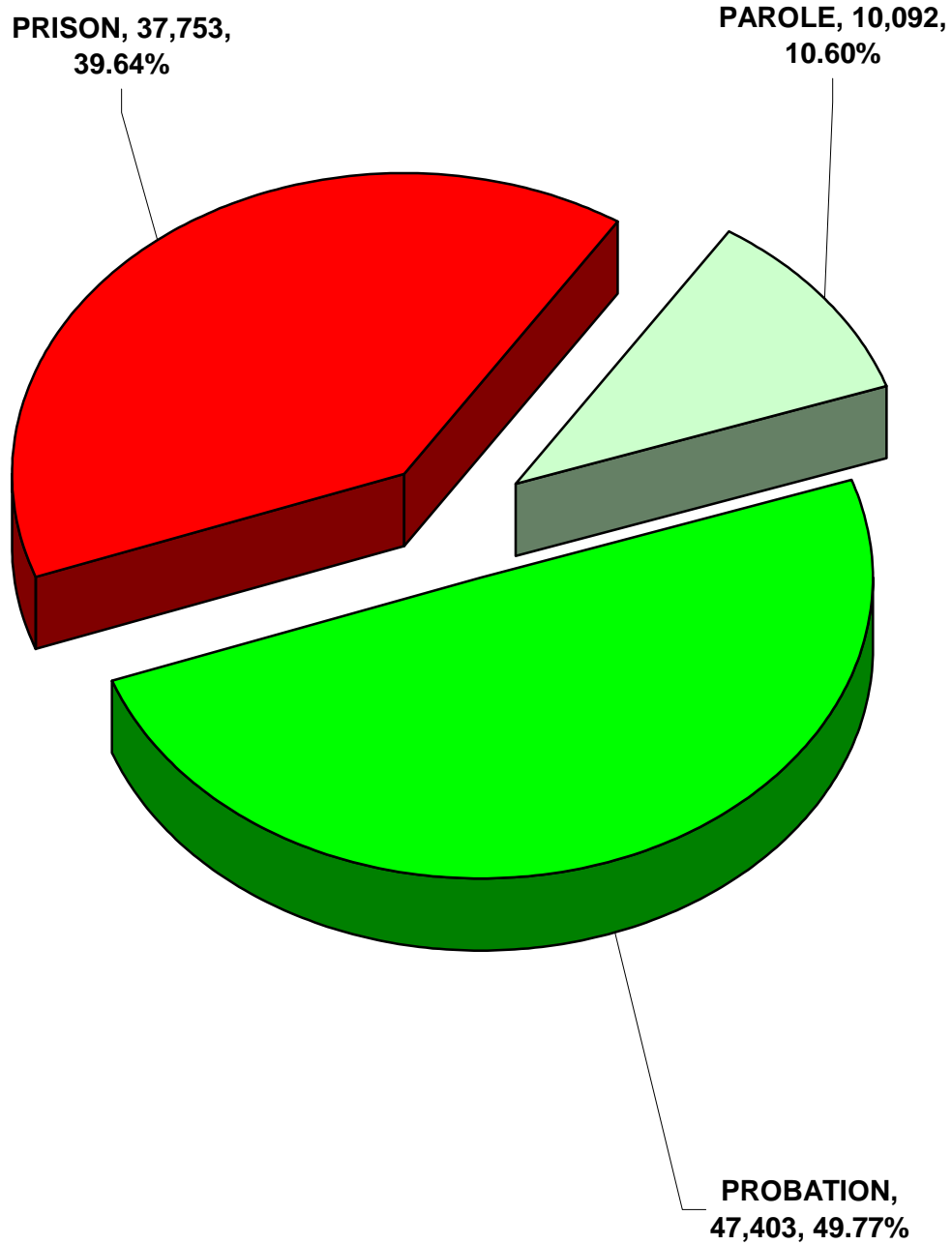
*Includes inmates serving county jail sentences.

**Includes conditional transfers to other Jurisdictions.

ALABAMA FELONY ADULT OFFENDER POPULATION

October 1, 2004 through September 30, 2005

NOTE: Offenders serving on both Probation and Parole are not shown.
Includes cases transferred to other states



The information on Page 34 of this report is no longer necessary.

PROBATION

PROBATION GRANTED DURING FY 2005	26,884
PROBATIONS REVOKED	3,589
TOTAL PLACED ON PROBATION DURING 65 YEAR PERIOD	324,048

PARDONS AND RESTORATIONS DURING THE FISCAL YEAR

PARDONS W/RESTORATION OF CIVIL & POLITICAL RIGHTS GRANTED	469
VOTERS RIGHTS RESTORED	1,233

PROBATION AND PAROLE OFFENDERS AS OF: SEPTEMBER 30, 2005

PAROLE SUPERVISION	7,133
PROBATION	34,996
BOTH PAROLE AND PROBATION	544
GRAND TOTAL	42,673

CASES SUPERVISED DURING THE FISCAL YEAR

PAROLE SUPERVISION	10,092
PROBATION SUPERVISION	47,403
GRAND TOTAL	57,495

OS CASES DURING THE FISCAL YEAR

ACCEPTED & RECEIVED FOR SUPERVISION	1,203
SUPERVISED FOR OTHER STATES	2,297
ACCEPTED BY OTHER STATES	510
TOTAL SUPERVISED BY OTHER STATES	2,082

INVESTIGATIONS COMPLETED DURING THE FISCAL YEAR

ALABAMA

PRE-SENTENCE	5,187
PRE-PROBATION	3,882
PRELIMINARIES	1,535
YOUTHFUL OFFENDER	3,930
LEGAL FACTS	2,844
PERSONAL HISTORY	9,194
PARDONS/RESTORATIONS	3,514
PAROLE PLAN	6,912
PAROLE DELINQUENCY	2,053
PROBATION DELINQUENCY	10,513
DUE DILIGENCE	1,035
FINE/FORFEITURE	33
INDIGENT REPORTS	1
IPO REPORTS	8,971
ALABAMA RECORD CHECK	2,935
POST SENTENCE	977

OUT-OF-STATE

OS PROBATION	1,415
OS PAROLE	544
OS DELINQUENCY	525
OS RECORD CHECK	289
OS PRO/CONDUCT REPORT	1,140
TOTALS	49,965

ARRESTS AND DRUG SCREENS

ARREST DURING FY 2004-2005	3,491
DRUG TESTS PERFORMED FY 2004-2005	31,732

**TOTAL TRAINING HOURS
BY MONTH
OCTOBER 1, 2004 TO SEPTEMBER 30, 2005**

